

**MINUTES OF THE COUNCIL ON DENTAL PRACTICE  
ADA HEADQUARTERS BUILDING, CHICAGO  
November 9-10, 2023**

1 **Call to Order:** The meeting of the Council on Dental Practice (CDP/the Council) was called to order by  
2 Dr. Jeffrey Ottley, chair, at 8:30 a.m., November 9, 2023, Central Time in the Executive Board Room of  
3 the American Dental Association (ADA) Headquarters in Chicago.

4 **Roll Call:** The following Council members and liaisons were present for all or part of the meeting:  
5 Drs. Jeffrey C. Ottley (chair); Shane A. Ricci (*vice chair*); Chad Leighty (*Trustee liaison*); Richard W.  
6 Barnes; Douglas T. Chang; Kamila L. Dornfeld; Amanda L. Fitzpatrick; David L. Fried; Margaret S.  
7 Gingrich; Payam Goudarzi; Steven C. Hollar; James "Jimmy" Hollingsworth; Michael J. Korch; Nicholas A.  
8 Papadea; Princy S. Rekhi; Derrick K. Ross; Michael Saba; Jennifer L. Thompson; Camryn Ruggeri Bryant  
9 (*New Dentist Member*); and Ms. Emma Wilkinson (*American Student Dental Association*).

10 Following the roll call, the presence of a quorum was noted.

11 **Practice Institute Staff:** Dr. Krishna Aravamudhan; Dr. Hana Alberti; Dr. Jane Grover; Ms. Rebekah  
12 Fiehn; Dr. Neel Shimpi; Ms. Sharon Stanford; Ms. Barbara Ferriter; Dr. Diane Metrick; Ms. Felicia Bloom;  
13 Ms. Laura Jarosz; Ms. Katie McManus; Mr. Matthew Zaborowski; Ms. Karen Ann Danca; Ms. Stacy  
14 Starnes; and Ms. Nicole Tarbor.

15 **ADA Staff (for all or portions of the meeting):** Dr. Raymond A. Cohlma; Mr. Robert Quashie; Dr. Dave  
16 Preble; Jeffrey Fraum, Esq.; Cathryn Albrecht, Esq.; Dr. Marko Vujcic, Ph.D.; Mr. Robert Burns; Ms.  
17 Jennifer Donahue; Mr. Corey McGee; Mr. Chad Olson; Mr. Matt Rossetto, and Ms. Francine Lynch.

18 **Guests Present (in order of appearance):** Dr. Jenn Luca; Ms. Kathryn Spates; Dr. Ralph Howell; Dr.  
19 Gregory Zeller; Dr. Leigh Kent, chair, Council on Government Affairs (CGA) Dr. Stacey Gardner, chair,  
20 Council on Dental Benefit Programs (CDBP); and Dr. Kelly Roth, vice chair, Council on Ethics, Bylaws  
21 and Judicial Affairs (CEBJA).

22 **PRELIMINARY BUSINESS**

23 **Conflict of Interest Disclosure Statement and Confidentiality Statement:** The chair referenced the  
24 Conflict of Interest Disclosure Statement and Confidentiality Statement included on the agenda and called  
25 for disclosures of potential conflicts of interest. The Confidentiality Statement was also discussed.

26 **Adoption of Agenda:** The agenda was approved by general consent with permission for the chair to  
27 reorder items as needed.

28 **Approval of Consent Calendar:** A consent calendar was prepared to expedite the business of the  
29 Council. Council members had the opportunity to remove any item from the consent calendar for  
30 consideration during the general meeting. The Dental Assisting National Board report and 2023 Operating  
31 plan were removed from Consent.

32 **Consent Calendar:** The Council adopted the following resolutions.

33 **Resolved,** that the resolutions contained with the following reports be approved by consent:

- 34
  - Recording of Results of E-ballots
- 35
  - Consultant Appointments 2023-2024

1           **Resolved**, that the following reports be filed:

- 2           • Emerging Issue Response
- 3           • Guidelines for Practice Success
- 4           • Infection Control/ Safety Update: OSAP & CDC Updates
- 5           • Dental Office Piping Regulations: NFPA Update
- 6           • Air Quality in Dental Offices: ASHRAE Update
- 7           • Resources for Pregnant Dental Professionals
- 8           • Dental Quality Alliance Update
- 9           • Subcommittee Appointments

10   **Recording of Mail Ballots:** The Council adopted the following resolution through the consent calendar.

11           **Resolved**, that the actions approved through E-ballots since the CDP May 18-19, 2023, meeting  
12           be recorded in the minutes of this meeting.

13           E-ballot 2023-03:

14           **Resolved**, that the Council on Dental Practice approve the Council on Dental Practice (CDP)  
15           May 18-19, 2023, meeting minutes.

16           E-ballot 2023-02:

17           **Resolved**, that the Council on Dental Practice approve the Council on Dental Practice (CDP)  
18           2023 Annual Report.

19   **ADA Professional Conduct Policy:** Ms. Albrecht provided an annual reminder regarding the ADA's  
20   Professional Conduct Policy. She advised the Council that both volunteers and staff have a responsibility  
21   to abide by this Policy and both are protected by it. This Policy extends even beyond the workplace and  
22   includes ADA offsite meetings and social activities. M. Albrecht explained the ADA's goal is to maintain  
23   an appropriate and compliant workplace environment and the process of a report of discrimination or  
24   harassment. ADA Division of Legal Affairs is always available to assist in promoting compliance.

25   **CDP chair opening remarks:** Dr. Ottley welcomed the Council and encouraged CDP members to  
26   prioritize the ADA mission and the future of the profession during Council discussions.

27   **Trustee Liaison remarks, Dr. Chad Leighty, Trustee Liaison, Eighth District:** Dr. Leighty provided a  
28   brief update on the activities of the Board of Trustees, shared the value of this Council, and expressed  
29   appreciation for the opportunity to participate in discussions related to work force, interoperability, and  
30   provider wellbeing.

31   **Confidentiality and Fiduciary Responsibilities:** Mr. Fraum reviewed Council member fiduciary duties,  
32   including duty of due care (to attend and prepare for Council meetings), duty of loyalty (to work in ADA's  
33   best interest) and duty of obedience (act in accordance with ADA governance documents). He addressed  
34   disclosure of conflicts of interest, including informing the ADA about any change of circumstances during  
35   the year, and confidentiality obligations. There is also a duty of confidentiality. Do not disclose information  
36   about ADA's legitimate activities unless it is no longer confidential. He discussed the proper use of  
37   Council email (which is discoverable), care in circulating reprints of copyrighted materials, member  
38   copyright assignment of work product to ADA and antitrust issues. Dr Ottley encouraged the Council to  
39   share updates about the work of the Council within their districts.

40   **2023 Practice Institute Operating Plan Update:** Dr. Aravamudhan provided an overview of the 2023  
41   Practice Institute Operating Plan, highlighting ongoing and new programs.

42   **House of Delegates Actions:** Dr. Alberti reported that CDP was assigned Resolution 308H Promoting  
43   Use of DICOM in Dentistry; Resolution 313H Incorporating Prescription Drug Monitoring Program (PDMP)  
44   Into Practice; and Resolution 517H Preventing Unfair Discrimination. Amendment of Policy, Statement to  
45   Encourage U.S. Dental Schools to Interact with U.S. Dental Laboratories and Amendment of Policy,  
46   Guiding Principles for Dentist Well-Being Activities at the State Level will be updated accordingly.

1 Dr. Ottley noted that resolutions 308H (DICOM) and 313H (PDMP) would be discussed further within the  
2 Digital Dental Technology and Innovation (DDTI) subcommittee while resolution 517H (preventing  
3 discrimination) would be discussed within the Dental Team Wellness Advisory Committee (DWAC).

#### 4 **ADA INITIATIVES**

5 **ADA Executive Director Presentation:** Dr. Cohlma provided updates on how the ADA is defining  
6 deliverables and achieving value for the Tripartite and beyond to the council. He reported trends in  
7 dentistry that include changing technology, dentist demographics, patient expectations, declining  
8 membership, and continued practice consolidation. He also updated the Council on the ADA business  
9 values and how the three goals of agile governance, growing connections, and member experiences  
10 relate to the five customer groups.

#### 11 **EMERGING ISSUES**

12 **Trends in Dentist Incomes:** Dr. Vujcic, Ph.D. presented key findings of the dental team workforce  
13 shortages. Dentist earnings in particular are falling and wages for dental team members are not  
14 increasing with inflation. The hygienist shortage has led many dentists to perform hygiene services at the  
15 expense of other dental procedures, further exacerbating the downward earnings trend.

16 **Strategic discussion: Opportunity for Decreasing Operating Costs, Creating New Workforce**  
17 **Opportunities to support the future of dentistry:** Dr. Howell, as a leader of a practice partnership  
18 model that Dr. Howell believes helps maximize efficiencies of multiple owners and locations with shared  
19 resources, provided an overview of a model that Dr. Howell believes secures dentist autonomy with  
20 opportunities to decrease expenses.

21 [The Future of Dentistry](#), overview report in JADA Dec 2001, was provided as a precursor for discussion  
22 and continued discussions for the Practice and Policy Subcommittee. The report was commissioned by  
23 the ADA in 1999 and was intended to describe the status of the U.S dental profession and envision  
24 challenges that the profession would face in the next five to 15 years and provide recommendations. Dr.  
25 Alberti reviewed the results of a survey of Council members assessing allied team trends. About half of  
26 the Council at 53% reported performing hygiene services such as prophylaxis and fluoride application  
27 themselves and 47% reported working with an expanded function duty assistant delegating tasks varying  
28 from delivering appliances to placing sealants or fillings. The Council reported additional variation in  
29 scope within the dental team as 53% of hygienists administered local anesthetic and 47% administered  
30 nitrous oxide anxiolysis.

31 The Council further discussed insurance reform will not be significant enough to mitigate compensation  
32 challenges, despite recent successes at the state level. To grow without significant increase in expenses,  
33 dentists may shift to 'leaner' more consolidated practice models. Data shows that patients with coverage,  
34 whether public or private, are driving growth and seeing more patients is inherently what the profession  
35 needs to prepare for. With hygienist shortage, increased patient demand, and variation in scope of  
36 assistant duties, from no required formal training program to expanded function and new variations in  
37 between, the Council agreed to further explore workforce.

38 **Resolved,** that the Practice and Policy Subcommittee explore new allied team member roles  
39 and responsibilities for potential localized solutions to workforce shortages or increased patient  
40 demand.

41 **Medicare update:** Dr. Aravamudhan updated the Council on the recent CMS regulations and noted that  
42 the Council on Dental Benefit Programs moved policy revisions to the 2023 House of Delegates seeking  
43 to clearly state ADA position on inclusion of a dental benefit for medically compromised individuals.

#### 44 **PRACTICE TOPICS**

45 **Sustainability Panel Debrief and next steps:** The Practice and Policy subcommittee researched and  
46 reviewed activities of other organizations, associations, academic centers, and industries related to

1 reduction of pollution and waste generated from healthcare settings. Speakers from two initiatives were  
2 invited to present to the council.

3 Ms. Kathryn Spates summarized The Joint Commission's Sustainable Healthcare Certification program,  
4 launching January 1, 2024. The certification is voluntary, and although it is being offered only for  
5 hospitals at this time, the requirements are applicable to any healthcare setting. Those requirements are:

- 6 • Designate a leader with training in how to build sustainability.
- 7 • Measure three or more sources of greenhouse gases
- 8 • Develop goals to reduce greenhouse gases

9 In addition to reducing carbon footprint, benefits include tax incentives and cost savings, improved  
10 operating efficiencies, and increased staff retention.

11 Dr. Jennifer Luca summarized the American Society of Testing and Materials (ASTM) draft standard for  
12 sustainable dentistry. Dr. Luca serves as technical lead on the ASTM standards committee. ASTM  
13 revised their Standard Practice for Managing Sustainability in Dentistry in 2021; it provides a framework  
14 of generally recognized activities to govern management of sustainability in dentistry. The next standard  
15 the work group will put forward, "Guidelines for Managing Sustainability in Dentistry with regards to  
16 Dental Facilities, Equipment and Consumables," will build upon the standard practice benchmarks with a  
17 focus on 'how-to' guidance. Dr Luca recommends that practices looking to implement sustainability  
18 should assess their baseline (energy use, waste production, nitrous use, etc.) to find areas to implement  
19 changes, and stay informed by utilizing resources from the literature, FDI, the Centre for Sustainable  
20 Healthcare Dentistry, and the ADA.

21 **Dental Assisting National Board Coalition Update:** Dr. Alberti updated the Council and noted that the  
22 DANB Coalition will start work in February 2024 as the November meeting was introductory in nature. Dr.  
23 Alberti noted that she will share feedback from the Council for DANB to consider (1) expanding the  
24 languages for examination and (2) adding versions for those who experience limitations with digital  
25 technology.

26 **Guidelines for Practice Success:** The Council accepted, through the Consent Calendar, an  
27 informational report on Guidelines for Practice Success (GPS) Modules: Managing Finances and  
28 Managing Dental Teams.

29 **Infection Control / Safety Update: OSAP and CDC updates:** The Council accepted, through the  
30 Consent Calendar, an informational report on the activities of OSAP and CDC.

31 **Dental Office Piping Regulations NFPA Update:** The Council accepted, through the Consent Calendar,  
32 an informational report on the NFPA 99 Health Care Facilities Code.

33 **Air Quality in Dental Offices: ASHRAE Update:** The Council accepted, through the Consent Calendar,  
34 an informational report on the activities of ASHRAE.

## 35 **STANDARDS**

36 **ADA National Dental Standards:** Ms. Stanford briefed the Council on the pending accreditation approval  
37 of a new organizational structure, to streamline prioritization, minimize crossover in standards  
38 development, and to ensure content review by appropriate subject matter experts. She also noted the  
39 importance of both national and international participation. Dr Zeller highlighted the standards program  
40 initiatives aimed at furthering interoperability, including DICOM.

## 41 **DENTAL TEAM HEALTH WELLNESS & WELL-BEING (DWAC)**

42 **Progress to Improve Dental Professional Well-Being:** Dr. Dornfeld, chair, Dental Team Wellness  
43 Advisory Committee (DWAC) delivered a presentation on the progress to improve dental professional  
44 well-being.

1 At the May council meeting, CDP agreed to pursue evaluation of application questions that create barriers  
2 to providers seeking mental and behavioral health services due to associated stigma and fear of punitive  
3 action. The Council provided their state license application questions, and several states include dentists  
4 in the Physician Health Programs as a confidential safe source of help.

5 In 2023, two states removed intrusive licensure application questions: Virginia and Texas – Oregon is in  
6 progress.

- 7 • Most states do not have an attestation or “safe haven” approach.
- 8 • The Minnesota Board of Dentistry has an attestation model. Advocacy from Minnesota  
9 physicians has helped change disclosure language related to substance use and mental  
10 health on licensure applications.

11 Some states only ask about current impairment by requesting applicants to answer the following question  
12 “Are you currently suffering from any condition for which you are not being appropriately treated that  
13 impairs your judgment or that would otherwise adversely affect your ability to practice medicine in a  
14 competent, ethical, and professional manner? (Yes/No)”

15 The Health and Well-Being Summit achieved the goal of building a coalition across dentistry and  
16 medicine, ensuring a commitment to protecting the public’s health and advancing the health of dental  
17 professionals. The common theme of removing barriers and connecting to help aligned with the amended  
18 ADA policy as approved by the House of Delegates [304S-1 Amendment of Policy, Guiding Principles for](#)  
19 [Dentist Well-Being Activities at the State Level](#), and [Resolution 517 Preventing Unfair Discrimination](#).

20  
21 **Wellness Ambassador Program:** With DWAC feedback and oversight, the newly onboarded second  
22 group of ambassadors will work with association leadership to educate state dental boards to improve  
23 early intervention and decrease barriers of struggling dentists. Their collaboration will help identify safe  
24 and confidential options for a dental professional in need of assistance and will continue to expand the  
25 existing Wellbeing Index Tool.

26 The Council discussed progress of the wellness strategy and requested to increase the well-being index  
27 to increase utilization and participation, and adopted the following resolution:

28 **Resolved**, that the Dental Team Wellness Advisory Committee expand the well-being index to  
29 increase utilization of assessment tool and access to ADA and state specific resources.

### 30 **DIGITAL DENTISTRY TECHNOLOGY & INNOVATION (DDTI)**

31 **Current State of Interoperability:** Dr. Thompson and Ms. Fiehn led the discussion that focused on the  
32 current state of interoperability, with an emphasis on its impact on the dental industry. The key topics  
33 discussed included:

- 34 • **Improved Patient Care and Empowerment:** Strategies to enhance patient services  
35 through interoperability.
- 36 • **Reducing Administrative Burdens:** Solutions for streamlining administrative processes.
- 37 • **Compliance and Avoiding Penalties:** Understanding regulatory requirements and how  
38 to adhere to them.
- 39 • **Cost Savings:** Identifying areas where interoperability can reduce operational costs.
- 40 • **Enhancing Diagnostics:** Leveraging technology for better diagnostic accuracy.
- 41 • **Security Considerations:** Addressing data security in the context of shared information  
42 systems.
- 43 • **Research and Innovation Opportunities:** Exploring new avenues for innovation through  
44 interoperable systems.

45 Engagement with software vendors has provided insight to their interoperability roadmaps and their  
46 alignment to initial findings of the ADA Dental Provider Survey on Health Information Technology. Key  
47 challenges and potential barriers to federal legislation or mandates were acknowledged.



1 The council concluded that further information and education are essential before proposing any action  
2 and directed the subcommittee to convene industry stakeholders to begin the information-gathering and  
3 consensus-building process, ensuring a collaborative approach to addressing interoperability challenges  
4 in dentistry.

5 **Resolved**, that stakeholders, such as regulatory agencies, industry, and health information  
6 technology developers, be convened to create a roadmap to advance clinical interoperability in  
7 dentistry, based on the foundations outlined in ADA informatics standards and policies.

## 8 **LEGISLATIVE & REGULATORY UPDATE**

9 **Division of Government & Public Affairs/ Washington Office Report:** Mr. Burns, director, Legislative  
10 & Regulatory Policy and Dr. Kent provided updates on CGA activities relevant to CDP and current federal  
11 government affairs. They welcomed collaboration as needed on workforce shortages, health IT, and  
12 provider wellbeing.

13 **State Government Affairs Update:** Mr. Olson, director, Department of State Government Affairs and Mr.  
14 Rossetto, legislative liaison, Department of State Government Affairs reported that SGA is focused on  
15 dental insurance reform and workforce issues. He updated the Council on workforce legislation, loan  
16 forgiveness programs, Expanded Functions Dental Assistant and Dental Therapy bills, and the Dentist  
17 and Hygienist Licensing Compact.

18 **Medicaid:** Dr. Grover shared activities of the Council on Advocacy for Access and Prevention and  
19 presented an update on the Medicaid project to engage participating providers through student education,  
20 journal articles, dental navigators, and collaboration with local FQHC's and pediatricians. The project goal  
21 is to improve access to care for individuals enrolled in Medicaid.

## 22 **LIAISON/CONSULTANT REPORTS**

23 **American Student Dental Association (ASDA):** Ms. Wilkinson shared updates on membership, national  
24 initiatives, meetings, involving dental students in dentistry and leadership. Highlights included reaching  
25 22,000 members in 2022, and 69 total chapters after recruitment of the Lincoln Memorial University  
26 College of Dental Medicine, and initiatives included Contour magazine, diversity and inclusion, advocacy  
27 events, application openings for national leadership, and Gold Crown Awards. In addition, the Board of  
28 Trustees adopted their 2023-25 strategic plan.

29 **New Dentist Committee:** Dr. Bryant shared the activities of this committee of the ADA Board of Trustees,  
30 including engagement at SmileCon2023 various panel sessions on wellness, student debt, mentorship  
31 town hall, the 10-under-10 awards, participation in a diversity and inclusion series, efforts to increase  
32 leadership, dentist/student lobby day, and recommendations of new dentists to councils and committees.

33 **Dental Quality Alliance Update:** The Council accepted, through the consent calendar, an informational  
34 report on the activities of DQA.

## 35 **COUNCIL OPERATIONS**

36 **Council on Ethics, Bylaws, and Judicial Affairs (CEBJA):** The vice chair Dr. Kelly Roth updated the  
37 Council on initiatives, progress and plans within their council.

38 **Council on Dental Benefit Program (CDBP):** Dr. Gardner, chair, shared updates from the November  
39 CDBP meeting on the Clinical Data Registry, Bento, Third Party Payer Concierge™, and CDT 2025. She  
40 shared a summary of the update on Medicare Dental Coverage and noted that a request for proposal will  
41 be issued for research to document the structure of the Medicare Resource-Based Relative Value Scale  
42 (RBRVS) and develop alternatives to support payments by Medicare for dental services (CDT codes)  
43 related to medical covered procedures.

1 **2023-2024 Subcommittee Appointments:** Through the consent calendar, the Council accepted an  
2 informational report listing subcommittee appointments.

3 **Consultant Appointments:** The *Standing Rules for Councils and Commissions* states that “Each Council  
4 shall have the authority to appoint consultants in conformity with the rules and regulations established by  
5 the Board of Trustees except as otherwise provided in these *Bylaws*. The Council shall inform the Board  
6 in writing the selection of consultants in conformity with rules and regulations established by the Board of  
7 Trustees.” The Council adopted its proposed list of consultants for 2023-24 on consent.

8 **Resolved,** that the Council approved the following appointment of CDP consultants with terms  
9 ending at the close of the 2024 ADA House of Delegates meeting on consent:

- 10 **Dr. Robert McNeill** – Dental Wellness Advisory Committee (DWAC) (3-year term)
- 11 **Mrs. Stacia Chavez** – Dental Wellness Advisory Committee (DWAC) (3-year term)
- 12 **Dr. Adel Rizkalla** – American Society of Heating, Refrigeration & Air Conditioning
- 13 Engineers, Inc. (ASHRAE)
- 14 **Dr. Fiona Morag Collins** – Association for the Advancement of Medical Instrumentation
- 15 (AAMI)
- 16 **Dr. Veeratrishul Allareddy** – Digital Imaging and Communication in Medicine (DICOM)
- 17 Standards Committee
- 18 **Dr. Mohamednazar Harunani** – International Council for Commonality in Blood Banking
- 19 Automation (CCBBA)

20 **Council Meeting Dates or Future Meeting Dates:** The Council held a discussion regarding future  
21 meeting dates to include virtual meetings to provide additional opportunities to complete Council business  
22 in advance and allowing for a consolidated in person meeting focused on facilitated strategic discussions.  
23 In addition to the Council single-day in-person meeting in May, an additional virtual meeting will be added  
24 in March 2024. Dates and details will be determined and finalized with the Council leadership.

25 **Adjournment:** There being no further business, the Council meeting was adjourned at 1:00 p.m. CT on  
26 Friday, November 10, 2023.